

Jobs in High-Demand Industries Across the State



Presented by
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Workforce Development Council Meeting
February 12, 2015

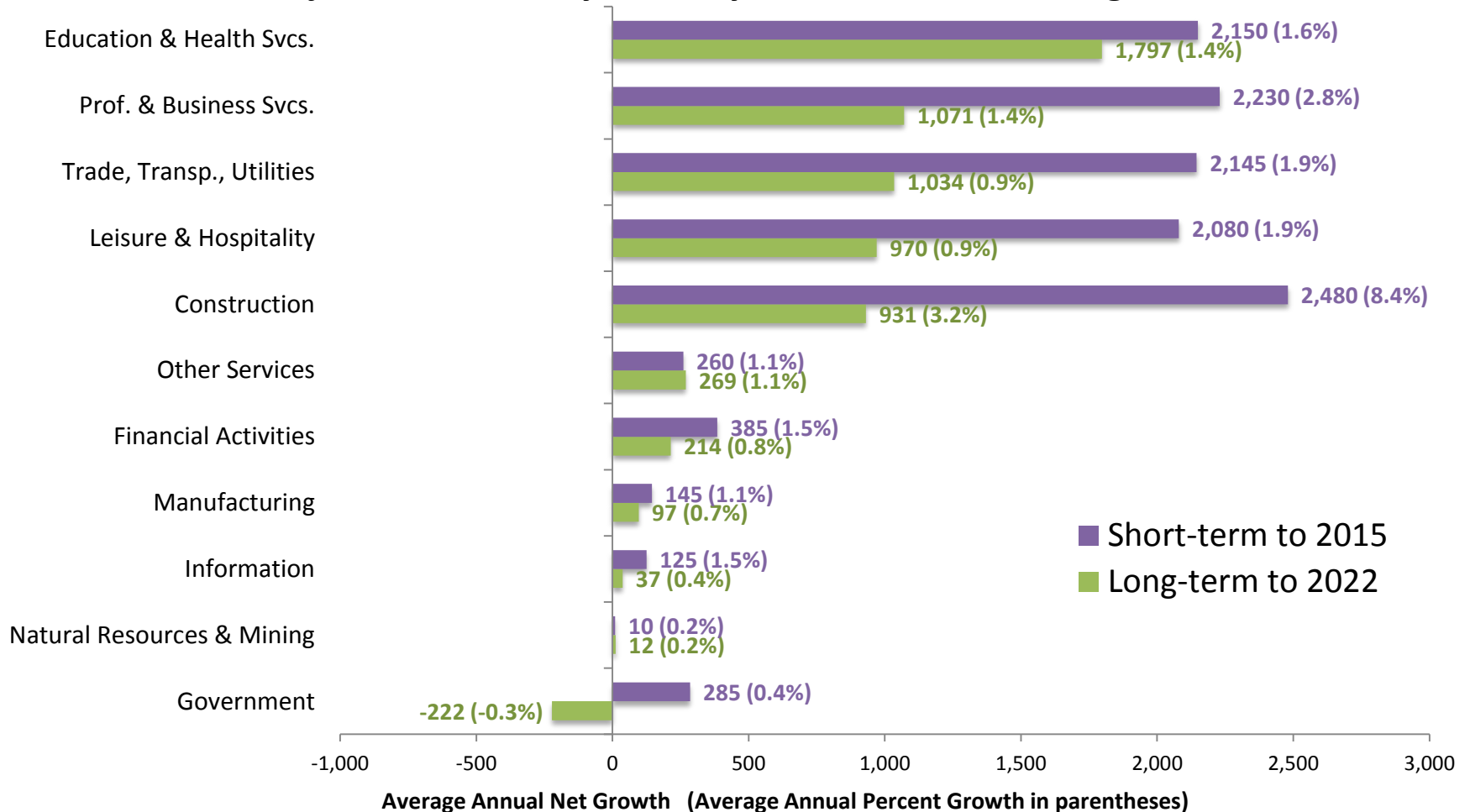
Four Fast-Growing Industries in Hawaii:

- ☐ Construction
- ☐ Information Technology (IT)
- ☐ Healthcare
- ☐ Hospitality

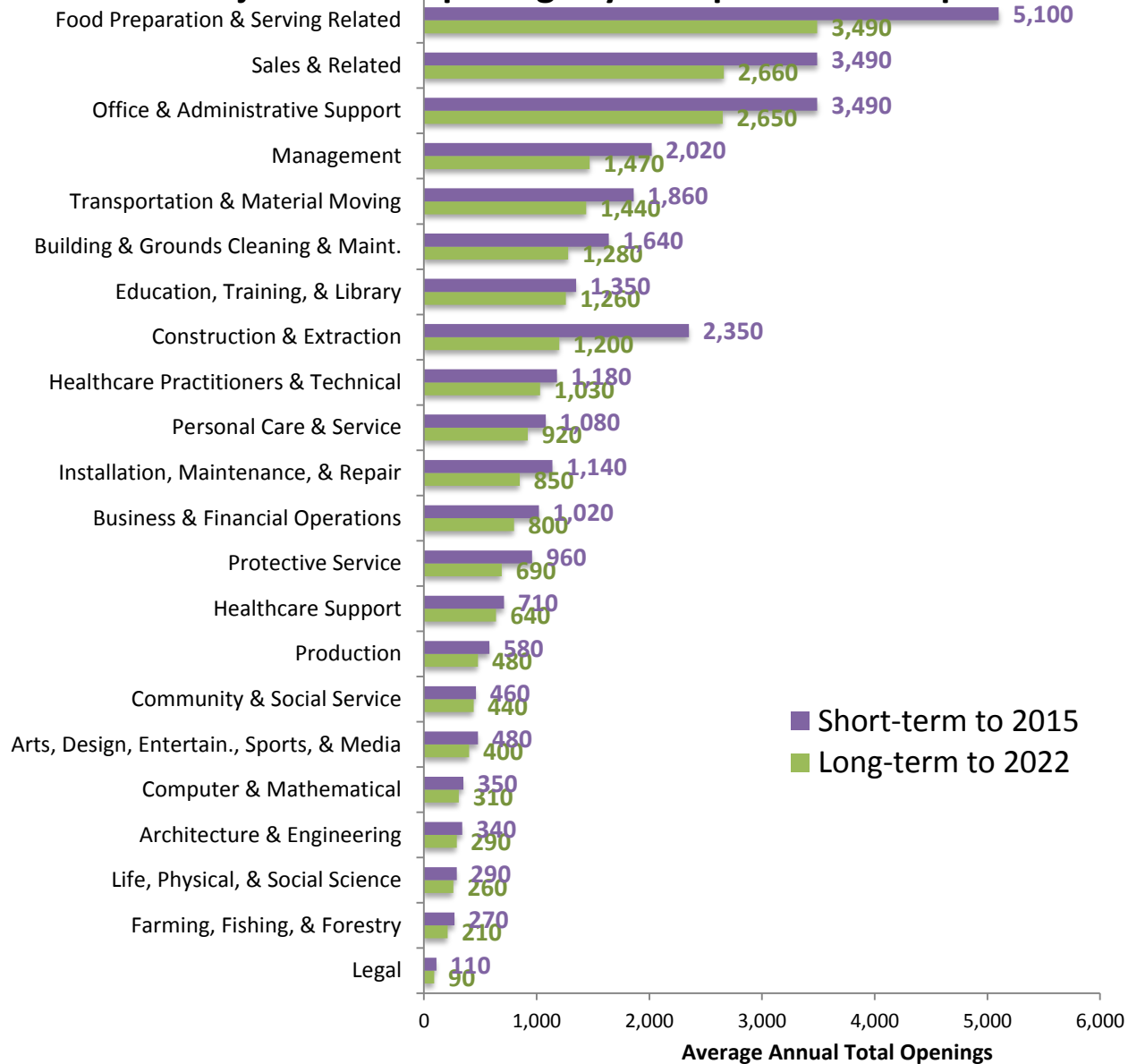
... and how we are going to train people to qualify for those jobs

By determining the soft skills required for those jobs through a survey of local employers from those industries

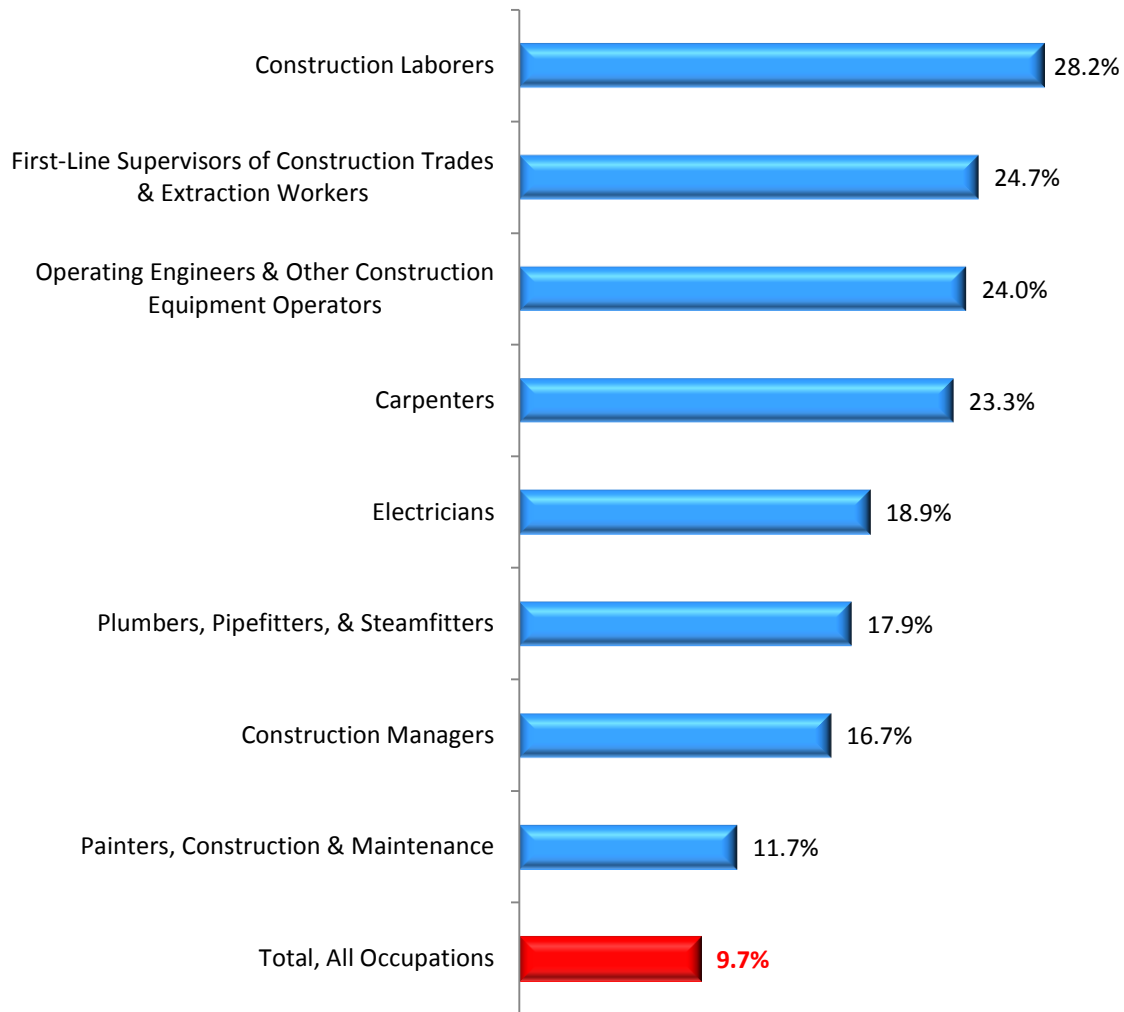
Projected Growth by Industry in the Short- and Long-term



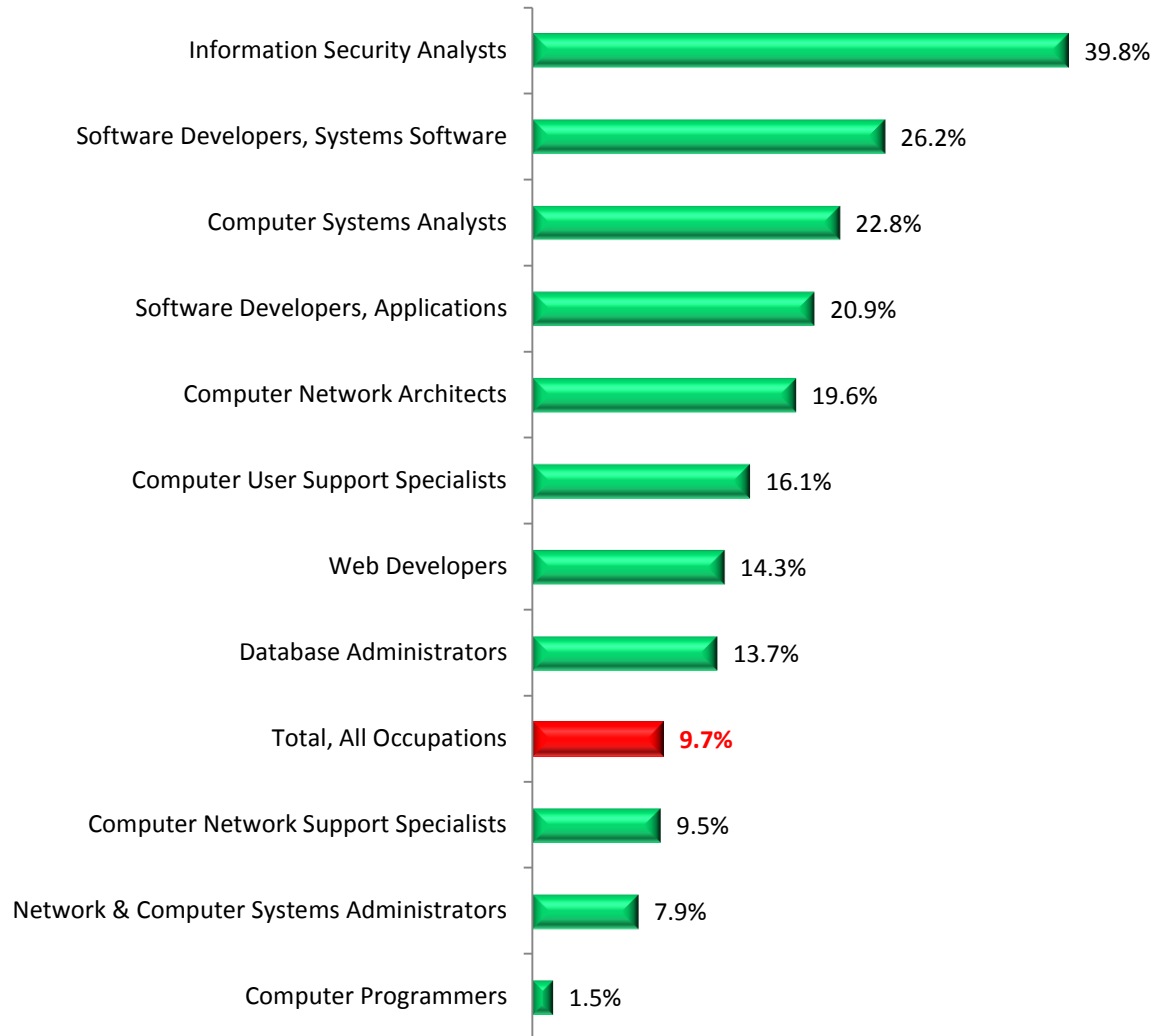
Projected Job Openings by Occupational Group



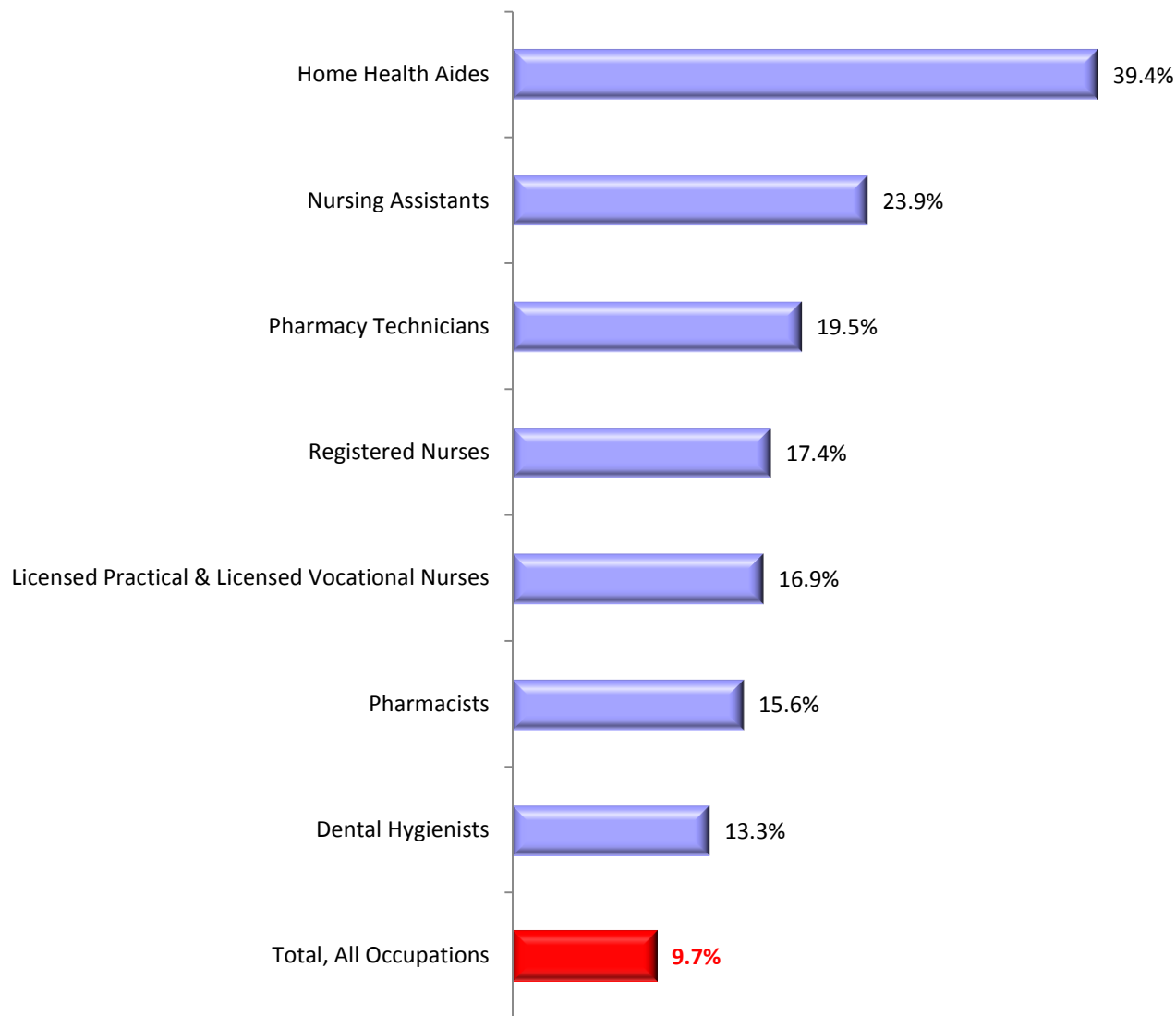
Long-Term Projected Growth for Selected Construction Occupations, State of Hawaii 2012-2022



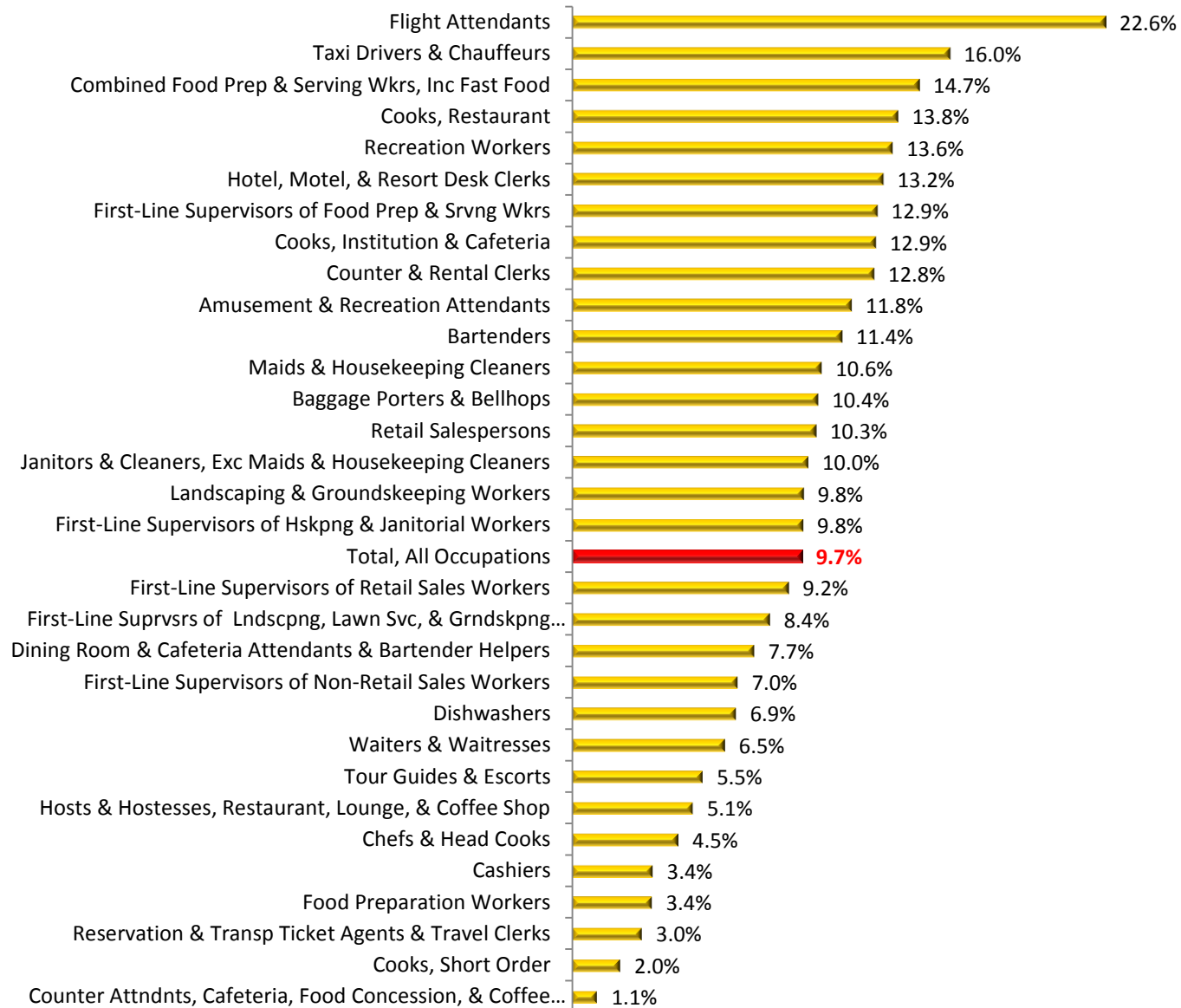
Long-Term Projected Growth for Selected Information Technology Occupations, State of Hawaii 2012-2022

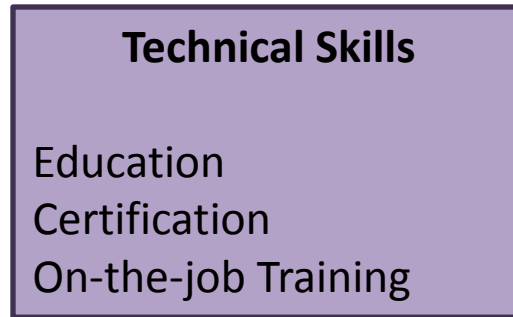


Long-Term Projected Growth for Selected Health Care Occupations, State of Hawaii 2012-2022



Long-Term Projected Growth for Selected Hospitality Occupations, State of Hawaii 2012-2022





Industries to be Surveyed for Soft Skills

	# of Reporting		% of Each
Industry (NAICS)	Units		Industry
Construction - (23)	3,468		
Buildings (236)		1,116	32%
Heavy & Civil Eng. (237)		275	8%
Specialty Trade (238)		2,077	60%
Information Technology (518 + 519)	135		
Data Processing (518)		93	69%
Other Info Svcs (519)		42	31%
Health Care (621-623)	2,988		
Ambulatory (621)		2,796	94%
Hospitals (622)		23	1%
Nursing/Res. Facilities (623)		169	6%
Hospitality	5,892		
Retail Trade (448 + 452)		1,250	21%
Clothing/Accessories (448)		1,119	90%
General Merchandise (452)		131	10%
Transportation (481,483, + 487)		315	5%
Air (481)		79	25%
Water (483)		21	7%
Scenic/Sightseeing (487)		215	68%
Arts, Entertain & Recreation (710)		629	11%
Perf. Arts/Spectator Sports (711)		222	35%
Museums/Historic. Sites (712)		52	8%
Amusement/Recreation (713)		355	56%
Accommodations/Food Svc (720)		3,698	63%
Accommodation (721)		414	11%
Food Services (722)		3,284	89%
Total	12,483		

Soft Skills Most Desired by Industry

Skills	Healthcare	IT	Construction	Hospitality	
Ability to Motivate			X	X	
Building Interpersonal Relationships	X		X	X	
Communication	X	X	X	X	*
Conflict resolution			X		
Coordination			X		
Courteous				X	
Creativity		X			
Customer-focused				X	
Deal with Criticism	X				
Determination/Perseverance		X			
Empathy	X			X	
Flexibility/Adaptability	X	X	X	X	*
Leadership		X	X		
Listening	X	X	X	X	*
Mentoring/Coaching		X	X		
Multitasking				X	
Negotiation		X	X		
Positive Mental Attitude	X				
Presentation		X			
Self-Confidence	X		X		
Share Information				X	
Stress management	X				
Strong Work Ethic	X		X		
Teamwork	X	X	X		
Time Management	X				
Work well under pressure	X		X		
	13	10	14	10	

Survey Elements and Design

- ✓ R&S plans to **survey 100-125** of the largest companies in each of the four industries of **construction, IT, healthcare, and hospitality** in **all of the counties**
- ✓ Goal: receive **at least 30 responses from each industry**
- ✓ Through research, we will provide a list of the top 10 soft skills for each of the four industries and ask employers to rank them according to what they consider to be necessary for their jobs
- ✓ Plan to conduct **survey in March and April 2015**
- ✓ Will use a **paper** and **online survey**



- ✓ Mail out an **introduction letter**:
 - ✓ To assure the companies of the legitimacy of the survey
 - ✓ Provide companies various methods of responding
 - ✓ **Online** through Survey Monkey website
 - ✓ **Fax**
 - ✓ **Email**
 - ✓ **Snail mail**
 - ✓ **Phone**
 - ✓ Get contact information such as email addresses
 - ✓ Provide the actual survey
 - ✓ R&S to determine **top FOUR Soft Skills by May 2015** and release them to WDD who will make videos to train prospective job applicants.

Action steps:

- ✓ Email me at vicki.j.lau@hawaii.gov if you have other soft skills that you feel should be considered for ranking
- ✓ Should your company receive the survey, be sure to respond to it.

